

SENATE BILL 250

Unofficial Copy  
K3

2004 Regular Session  
(4r1678)

*ENROLLED BILL*  
*-- Finance/Economic Matters --*

Introduced by **Senators Grosfeld, Britt, Conway, Exum, Forehand, Garagiola, Giannetti, Gladden, Hollinger, Jones, Kelley, Klausmeier, Kramer, Lawlah, Pinsky, Ruben, and ~~Teitelbaum~~ Teitelbaum, Middleton, Astle, Della, and Hooper**

Read and Examined by Proofreaders:

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Proofreader.

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Proofreader.

Sealed with the Great Seal and presented to the Governor, for his approval this  
\_\_\_\_ day of \_\_\_\_\_ at \_\_\_\_\_ o'clock, \_\_\_\_ M.

\_\_\_\_\_  
President.

CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Labor and Employment - Equal Pay Commission**

3 FOR the purpose of establishing an Equal Pay Commission; providing for the  
4 membership of the Commission; providing for the designation of the Chairman  
5 of the Commission; providing for the staff of the Commission; providing for  
6 certain reimbursement for members of the Commission; requiring the  
7 Commission to study certain issues; requiring the Commission to report its  
8 preliminary and final findings and recommendations to the Governor, the  
9 President of the Senate, and the Speaker of the House of Delegates on or before  
10 certain dates; requiring the Commission's preliminary and final reports to  
11 include certain findings and ~~recommendations~~ solutions; providing for the  
12 termination of this Act; and generally relating to equal pay for equal work.

13 BY adding to

1 Article - Labor and Employment  
2 Section 3-309  
3 Annotated Code of Maryland  
4 (1999 Replacement Volume and 2003 Supplement)

5 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF  
6 MARYLAND, That the Laws of Maryland read as follows:

7 **Article - Labor and Employment**

8 3-309.

9 (A) THERE IS AN EQUAL PAY COMMISSION.

10 (B) THE COMMISSION CONSISTS OF THE FOLLOWING MEMBERS, APPOINTED  
11 BY THE GOVERNOR:

12 (1) TWO REPRESENTATIVES OF BUSINESS IN THE STATE WHO HAVE  
13 BEEN NOMINATED BY STATE BUSINESS ORGANIZATIONS AND BUSINESS TRADE  
14 ASSOCIATIONS;

15 (2) TWO REPRESENTATIVES OF LABOR ORGANIZATIONS WHO HAVE  
16 BEEN NOMINATED BY LABOR FEDERATIONS;

17 (3) TWO REPRESENTATIVES OF ORGANIZATIONS WHOSE OBJECTIVES  
18 INCLUDE THE ELIMINATION OF PAY DISPARITIES BETWEEN MEN AND WOMEN AND  
19 MINORITIES AND NONMINORITIES AND WHO HAVE UNDERTAKEN ADVOCACY,  
20 EDUCATIONAL, OR LEGISLATIVE INITIATIVES IN PURSUIT OF THAT OBJECTIVE; AND

21 (4) THREE REPRESENTATIVES OF HIGHER EDUCATION OR RESEARCH  
22 INSTITUTIONS WHO HAVE EXPERIENCE AND EXPERTISE IN THE COLLECTION AND  
23 ANALYSIS OF DATA CONCERNING PAY DISPARITIES AND WHOSE RESEARCH HAS  
24 BEEN USED IN EFFORTS TO PROMOTE THE ELIMINATION OF THOSE DISPARITIES.

25 (C) THE GOVERNOR SHALL DESIGNATE THE CHAIRMAN OF THE COMMISSION.

26 (D) THE DEPARTMENT OF LABOR, LICENSING, AND REGULATION SHALL  
27 PROVIDE STAFF FOR THE COMMISSION.

28 (E) A MEMBER OF THE COMMISSION:

29 (1) MAY NOT RECEIVE COMPENSATION; BUT

30 (2) IS ENTITLED TO REIMBURSEMENT FOR EXPENSES UNDER THE  
31 STANDARD STATE TRAVEL REGULATIONS, AS PROVIDED IN THE STATE BUDGET.

32 (F) THE COMMISSION SHALL STUDY:

1 (1) THE EXTENT OF WAGE DISPARITIES, BOTH IN THE PUBLIC AND  
2 PRIVATE SECTORS, BETWEEN MEN AND WOMEN AND BETWEEN MINORITIES AND  
3 NONMINORITIES;

4 (2) THOSE FACTORS WHICH CAUSE, OR WHICH TEND TO CAUSE, THE  
5 DISPARITIES, INCLUDING SEGREGATION BETWEEN WOMEN AND MEN AND BETWEEN  
6 MINORITIES AND NONMINORITIES ACROSS AND WITHIN OCCUPATIONS, PAYMENT OF  
7 LOWER WAGES FOR WORK IN FEMALE-DOMINATED OCCUPATIONS, CHILD-REARING  
8 RESPONSIBILITIES, THE NUMBER OF WOMEN WHO ARE HEADS OF HOUSEHOLDS,  
9 ~~AND EDUCATION AND TRAINING,~~ HOURS WORKED, AND YEARS ON THE JOB;

10 (3) THE CONSEQUENCES OF THE DISPARITIES ON THE ECONOMY AND  
11 FAMILIES AFFECTED; AND

12 (4) ~~ACTIONS, INCLUDING PROPOSED LEGISLATION,~~ THAT ARE LIKELY  
13 TO LEAD TO THE ELIMINATION AND PREVENTION OF THE DISPARITIES.

14 (G) THE COMMISSION SHALL:

15 (1) REPORT ITS PRELIMINARY FINDINGS AND RECOMMENDATIONS TO  
16 THE GOVERNOR, THE PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE HOUSE  
17 OF DELEGATES ON OR BEFORE SEPTEMBER 30, ~~2004~~ 2005; AND

18 (2) REPORT ITS FINAL FINDINGS AND RECOMMENDATIONS TO THE  
19 GOVERNOR, THE PRESIDENT OF THE SENATE, AND THE SPEAKER OF THE HOUSE OF  
20 DELEGATES ON OR BEFORE SEPTEMBER 30, ~~2005~~ 2006.

21 (H) THE COMMISSION'S PRELIMINARY AND FINAL REPORTS SHALL INCLUDE  
22 THE RESULTS OF THE COMMISSION'S STUDY ~~AS WELL AS RECOMMENDATIONS,~~  
23 ~~LEGISLATIVE AND OTHERWISE,~~ AND SUGGEST POTENTIAL SOLUTIONS FOR THE  
24 ELIMINATION AND PREVENTION OF DISPARITIES IN WAGES BETWEEN MEN AND  
25 WOMEN AND MINORITIES AND NONMINORITIES.

26 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
27 October 1, 2004. ~~This Act~~ It shall remain effective for a period of 2 years and, at the  
28 end of September 30, 2006, with no further action required by the General Assembly,  
29 this Act shall be abrogated and of no further force and effect.